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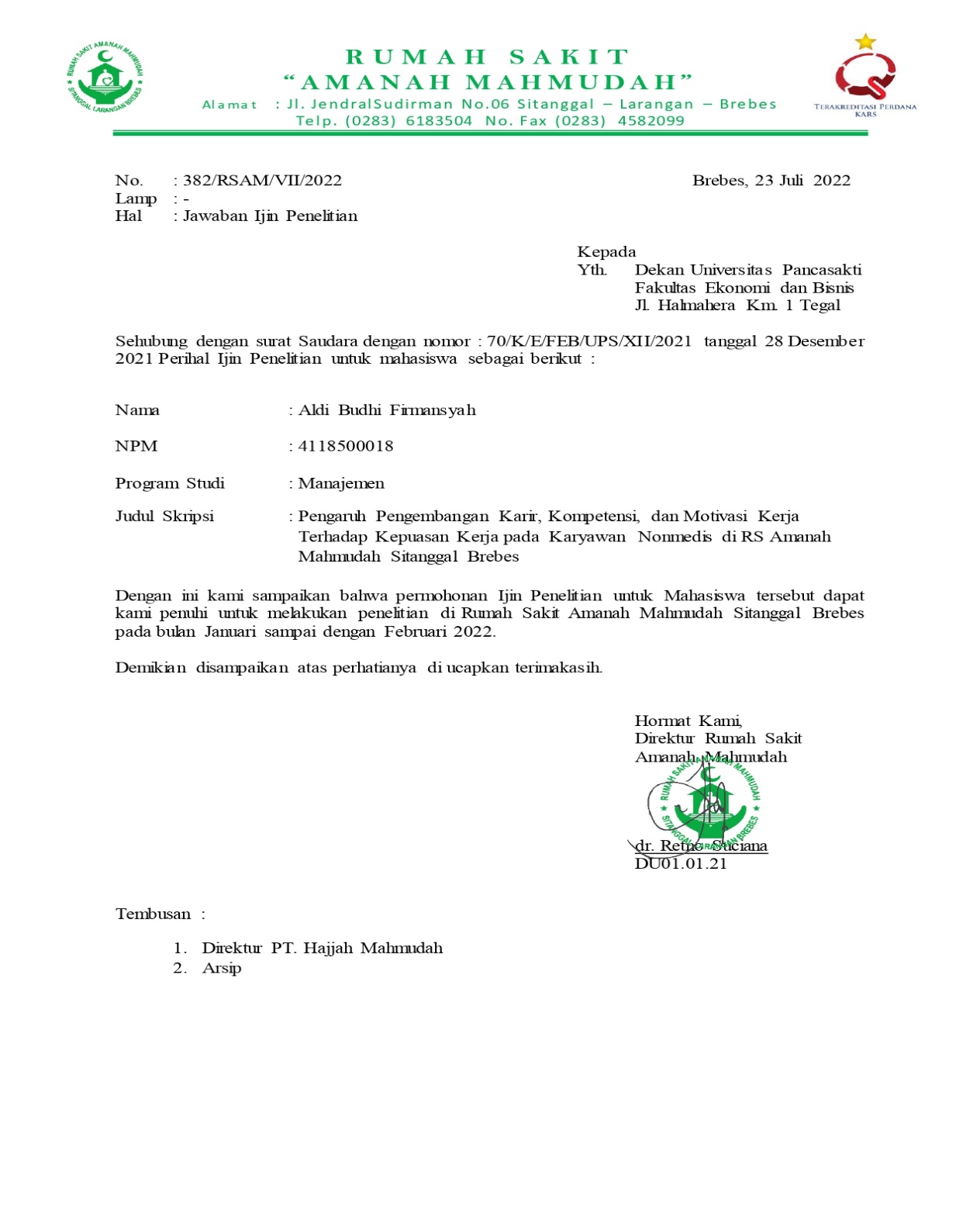
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# LAMPIRAN

**Lampiran 1 Surat Izin Penelitian**



**Lampiran 2 Lembar Kuesioner Penelitian**

**Kuesioner “Pengaruh Pengembangan Karir, Kompetensi, dan Motivasi Kerja Terhadap Kepuasan Kerja pada Karyawan Nonmedis RS Amanah Mahmudah Sitanggal Brebes”**

Responden yang terhormat,

Saya Aldi Budhi Firmansyah (4118500018) mahasiswa Universitas Pancasakti Tegal penelitian dalam rangka penyusunan skripsi dengan judul “Pengaruh Pengembangan Karir, Kompetensi, dan Motivasi Kerja Terhadap Kepuasan Kerja pada Karyawan Nonmedis RS Amanah Mahmudah Sitanggal Brebes” pada program sarjana Universitas Pancasakti Tegal.

Saya mengharapkan kesediaan Bapak dan Ibu untuk menjawab pertanyaan dengan baik dan benar.

Isilah kuesioner ini sesuai dengan penilaian anda, dengan memberi tanda ( **√** ) pada kolom yang tersedia. Adapun makna dalam kolom adalah sebagai berikut:

* Sangat Setuju (SS)
* Setuju (S)
* Netral (N)
* Tidak Setuju (TS)
* Sangat Tidak Setuju (STS)

Identitas Responden

Nama :

Jenis Kelamin : Laki-Laki Perempuan

Pendidikan Terakhir : SD/Sederajat

SMP/Sederajat

SMA/Sederajat

DIII

S1/DIV

S2

Usia : 20-30 Tahun

31-40 Tahun

41-50 Tahun

>50 Tahun

Lama Kerja : 1-5 Tahun

6-10 Tahun

>10 Tahun

1. Kepuasan Kerja (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | STS | TS | N | S | SS |
| 1 | Perusahaan memberikan pelatihan keragaman keterampilan kepada karyawan. |  |  |  |  |  |
| 2 | Dalam melakukan pekerjaan karyawan dibebaskan untuk memiliki jati diri. |  |  |  |  |  |
| 3 | Perusahaan memberikan tugas yang penting sesuai kemampuan karyawan. |  |  |  |  |  |
| 4 | Perusahaan memberikan otonomi kepada seluruh karyawan. |  |  |  |  |  |
| 5 | Perusahaan melakukan pemberian informasi kepada karyawan tentang pemahaman setelah melakukan suatu pekerjaan. |  |  |  |  |  |
| 6 | Gaji yang diberikan perusahaan telah sesuai dengan tuntutan pekerjaan tiap karyawan. |  |  |  |  |  |
| 7 | Perusahaan memberikan gaji sesuai dengan tingkat keterampilan karyawan |  |  |  |  |  |
| 8 | Perusahaan memberikan standar gaji yang sesuai dengan pekerjaan. |  |  |  |  |  |
| 9 | Perusahaan selalu menjaga hubungan antara atasan dengan karyawan dibawahnya. |  |  |  |  |  |
| 10 | Seluruh karyawan memiliki hubungan yang baik dengan karyawan lain. |  |  |  |  |  |
| 11 | Karyawan merasakan dirinya dihargai oleh karyawan lain. |  |  |  |  |  |
| 12 | Perusahaan memberi keluasaan kepada karyawan untuk menempati posisi pekerjaan sesuai potensi yang dimiliki. |  |  |  |  |  |
| 13 | Perusahaan memberikan upah yang mencukupi kebutuhan sehari-hari. |  |  |  |  |  |
| 14 | Karyawan merasa puas dengan posisi pekerjaan saat ini. |  |  |  |  |  |

1. Pengembangan Karir (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | STS | TS | N | S | SS |
| 1 | Memiliki syarat kriteria yang sesuai dengan kualifikasi perusahaan |  |  |  |  |  |
| 2 | Perusahaan memberikan syarat kriteria untuk menempati sebuah jabatan di perusahaan |  |  |  |  |  |
| 3 | Perusahaan memberikan pelatihan kepada karyawannya dalam rangka meningkatkan skill karyawan |  |  |  |  |  |
| 4 | Perusahaan memberikan pelatihan rutin dan tidak berbayar untuk para karyawannya guna peningkatan skill para karyawannya. |  |  |  |  |  |
| 5 | Memiliki pengalaman kerja yang luas |  |  |  |  |  |
| 6 | Perusahaan memberikan promosi kepada karyawan yang sudah berpengalaman sesuai masa kerja karyawan. |  |  |  |  |  |

1. Kompetensi (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | STS | TS | N | S | SS |
| 1 | Karyawan memiliki pemahaman serta pengetahuan yang spesifik terhadap pekerjaanya. |  |  |  |  |  |
| 2 | Karyawan memiliki kemapuan untuk mengerjakan tugas sesuai dengan keahlianya. |  |  |  |  |  |
| 3 | Karyawan konsisten terhadap pekerjaan yang diberikan oleh perusahaan. |  |  |  |  |  |
| 4 | Karyawan mempunyai perasaan, pandangan, dan penilaian mengenai dirinya sendiri selama bekerja. |  |  |  |  |  |
| 5 | Karyawan dapat diandalkan oleh perusahaan dalam bekerja. |  |  |  |  |  |
| 6 | Karyawan memiliki karakteristik masing-masing dalam melaksanakan pekerjaan. |  |  |  |  |  |

1. Motivasi Kerja (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | STS | TS | N | S | SS |
| 1 | Karyawan memiliki kekuatan sebagai kebutuhan fisik dalam bekerja. |  |  |  |  |  |
| 2 | Karyawan memiliki kepercayaan diri dalam mengerjakan suatu pekerjaan. |  |  |  |  |  |
| 3 | Karyawan dituntut mandiri dalam bekerja. |  |  |  |  |  |
| 4 | Perusahaan memberikan jaminan keamanan terhadap karyawan. |  |  |  |  |  |
| 5 | Perusahaan memberikan stabilitas dalam pekerjaan yang dilakukan oleh karyawan. |  |  |  |  |  |
| 6 | Perusahaan memiliki struktur kerja yang jelas dan teratur. |  |  |  |  |  |
| 7 | Perusahaan memiliki struktur kerja yang jelas dan dipahami karyawan. |  |  |  |  |  |
| 8 | Perusahaan memiliki keteraturan dalam mengatur karyawan. |  |  |  |  |  |
| 9 | Karyawan merasa bebas dari rasa takut selama bekerja. |  |  |  |  |  |
| 10 | Karyawan selalu berhubungan baik dengan karyawan lain. |  |  |  |  |  |
| 11 | Karyawan mendapatkan apresiasi setelah berkontribusi besar dalam perusahaan |  |  |  |  |  |
| 12 | Karyawan melakukan yang terbaik untuk mendapatkan penghargaan dari perusahaan. |  |  |  |  |  |

**Lampiran 3 Tabulasi Identitas Responden**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No. Responden** | **Jenis Kelamin** | **Pendidikan Terkahir** | **Usia** | **Lama Bekerja** |
| 1 | Perempuan | DIII | 20-30 Tahun | 1-5 Tahun |
| 2 | Laki-laki | DIII | 20-30 Tahun | 1-5 Tahun |
| 3 | Perempuan | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 4 | Perempuan | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 5 | Laki-laki | SMA/Sederajat | 31-40 Tahun | 6-10 Tahun |
| 6 | Perempuan | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 7 | Laki-laki | S1/DIV | 20-30 Tahun | 1-5 Tahun |
| 8 | Perempuan | S1/DIV | 20-30 Tahun | 1-5 Tahun |
| 9 | Perempuan | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 10 | Laki-laki | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 11 | Perempuan | SMA/Sederajat | 31-40 Tahun | 6-10 Tahun |
| 12 | Perempuan | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 13 | Perempuan | SD/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 14 | Perempuan | SMP/Sederajat | 41-50 Tahun | 6-10 Tahun |
| 15 | Perempuan | SMP/Sederajat | 31-40 Tahun | 6-10 Tahun |
| 16 | Perempuan | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 17 | Perempuan | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 18 | Perempuan | SMA/Sederajat | 41-50 Tahun | 1-5 Tahun |
| 19 | Laki-laki | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 20 | Laki-laki | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 21 | Laki-laki | SMA/Sederajat | 20-30 Tahun | 6-10 Tahun |
| 22 | Laki-laki | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 23 | Perempuan | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |
| 24 | Perempuan | SMP/Sederajat | 31-40 Tahun | 6-10 Tahun |
| 25 | Perempuan | DIII | 41-50 Tahun | 6-10 Tahun |
| 26 | Perempuan | DIII | 20-30 Tahun | 1-5 Tahun |
| 27 | Laki-laki | DIII | 20-30 Tahun | 1-5 Tahun |
| 28 | Perempuan | S1/DIV | 20-30 Tahun | 1-5 Tahun |
| 29 | Laki-laki | S1/DIV | 20-30 Tahun | 1-5 Tahun |
| 30 | Perempuan | S1/DIV | 31-40 Tahun | 6-10 Tahun |
| 31 | Perempuan | SMA/Sederajat | 20-30 Tahun | 1-5 Tahun |

**Lampiran 4 Pernyataan Responden Bentuk Ordinal**

1. **Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | TOTAL |
| 1 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 66 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 62 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 62 |
| 6 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 62 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 8 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 62 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 10 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 65 |
| 11 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 63 |
| 12 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 63 |
| 13 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 63 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 17 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 62 |
| 18 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 20 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 65 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 57 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 4 | 65 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 24 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 63 |
| 25 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 61 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 28 | 3 | 5 | 3 | 3 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 56 |
| 29 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 64 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 31 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 62 |

1. **Pengembangan Karir (X1)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | TOTAL |
| 1 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 3 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 6 | 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 8 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 10 | 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 11 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 14 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 16 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 21 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 28 | 4 | 5 | 4 | 4 | 3 | 4 | 24 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 30 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 31 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |

1. **Kompetensi (X2)**

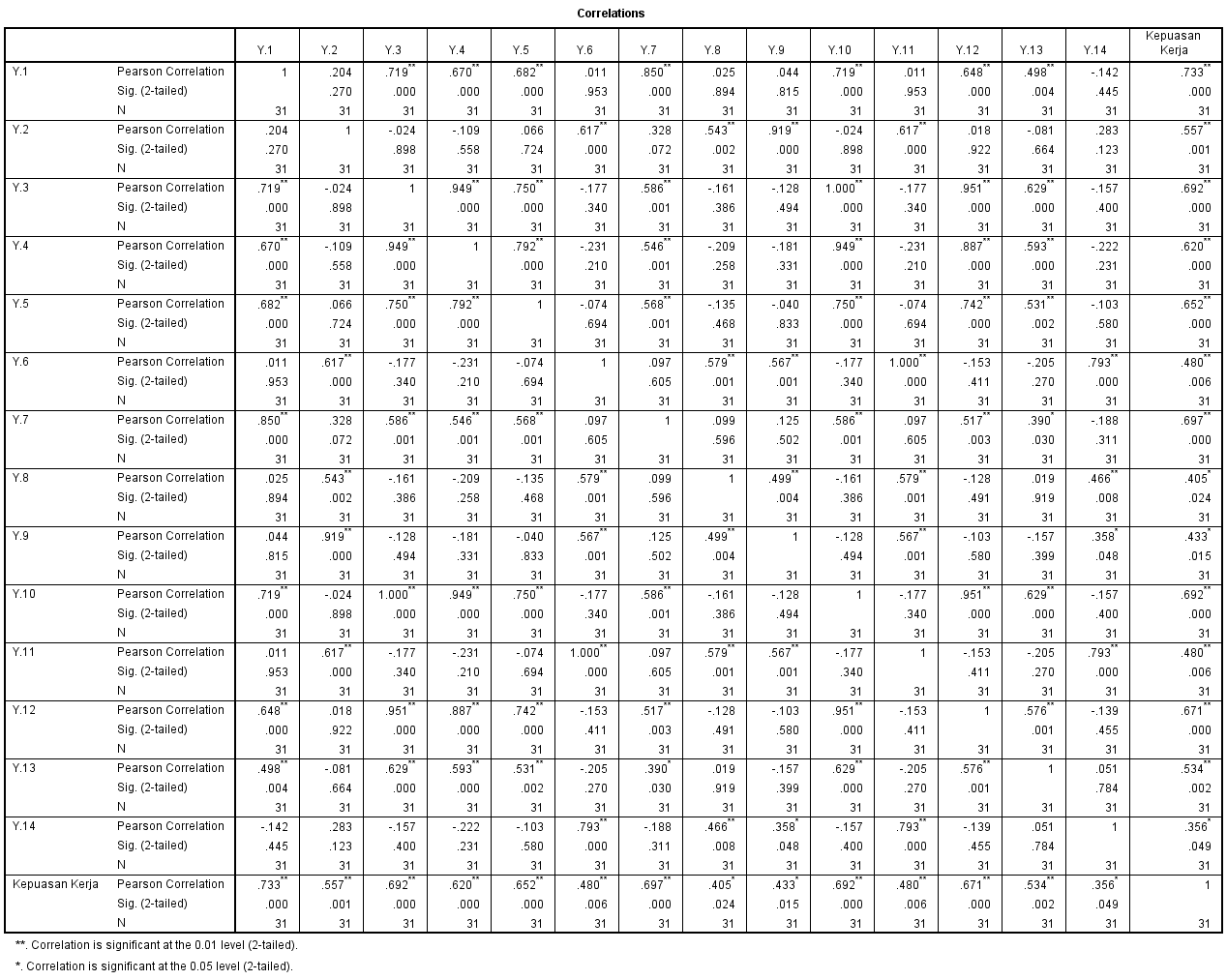
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | TOTAL |
| 1 | 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 27 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 6 | 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 8 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 10 | 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 18 | 5 | 4 | 5 | 5 | 4 | 4 | 27 |
| 19 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 21 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 23 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 24 | 5 | 5 | 5 | 5 | 5 | 3 | 28 |
| 25 | 5 | 5 | 5 | 5 | 5 | 3 | 28 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 28 | 5 | 3 | 5 | 4 | 5 | 5 | 27 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 31 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |

1. **Motivasi Kerja (X3)**

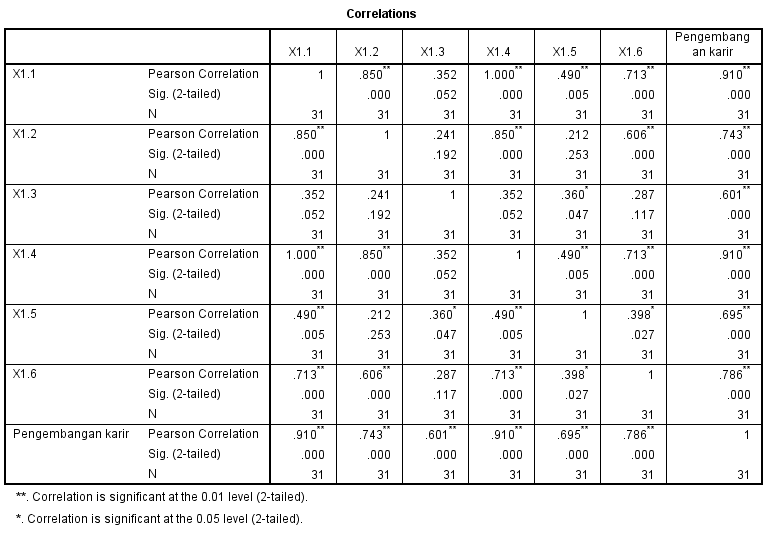
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | TOTAL |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 54 |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 56 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 53 |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 53 |
| 6 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 53 |
| 7 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 8 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 53 |
| 9 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 49 |
| 10 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 45 |
| 11 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 50 |
| 12 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 13 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 56 |
| 14 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 15 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 58 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 58 |
| 17 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 5 | 4 | 2 | 3 | 48 |
| 18 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 45 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 49 |
| 20 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 56 |
| 21 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 52 |
| 22 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 2 | 5 | 4 | 4 | 44 |
| 23 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 51 |
| 24 | 2 | 4 | 5 | 4 | 4 | 2 | 4 | 5 | 2 | 5 | 4 | 3 | 44 |
| 25 | 1 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 1 | 4 | 4 | 4 | 44 |
| 26 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 52 |
| 27 | 5 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 5 | 4 | 2 | 4 | 47 |
| 28 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 2 | 37 |
| 29 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 3 | 3 | 46 |
| 30 | 2 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 5 | 4 | 4 | 4 | 43 |
| 31 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 55 |

**Lampiran 5 Hasil Uji Validitas**

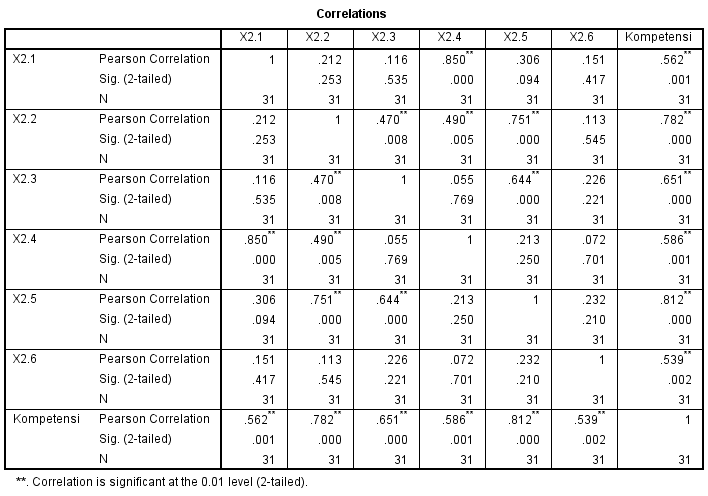
1. **Validitas Kepuasan Kerja (Y)**

****

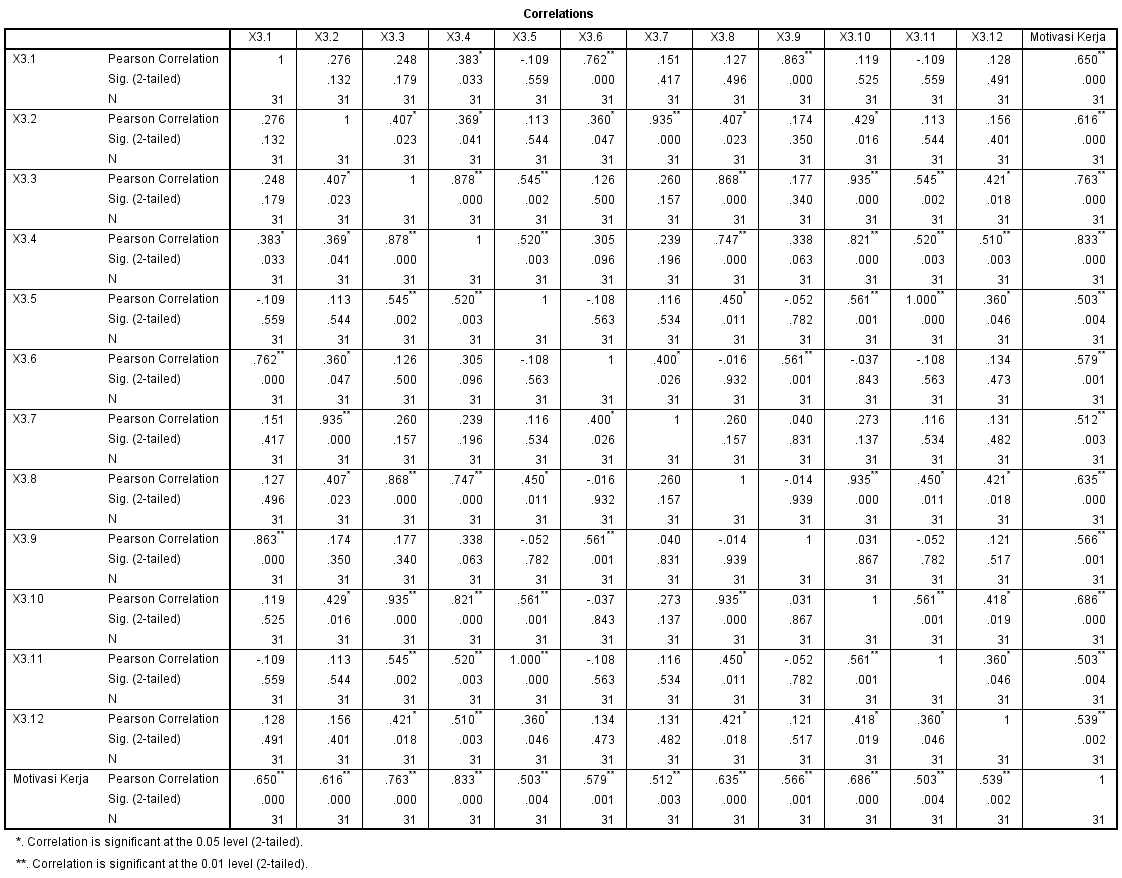
1. **Validitas Pengembangan Karir (X1)**

****

1. **Validitas Kompetensi (X2)**

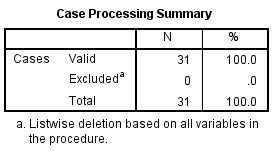
****

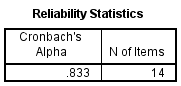
1. **Validitas Motivasi Kerja (X3)**

****

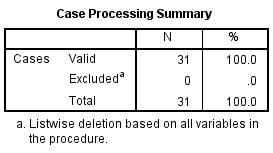
**Lampiran 6 Uji Reliabilitas**

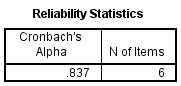
1. **Kepuasan Kerja (Y)**

****

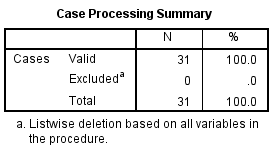
****

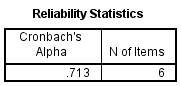
1. **Pengembangan Karir (X1)**

****

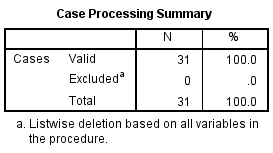
****

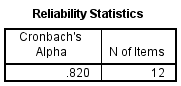
1. **Kompetensi (X2)**

****

****

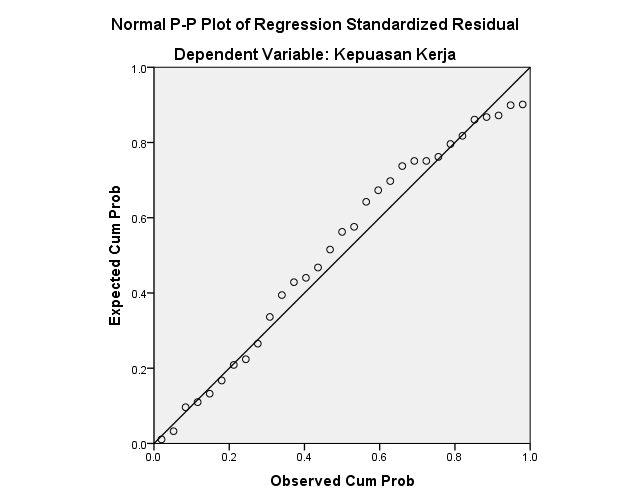
1. **Motivasi Kerja (X3)**

****

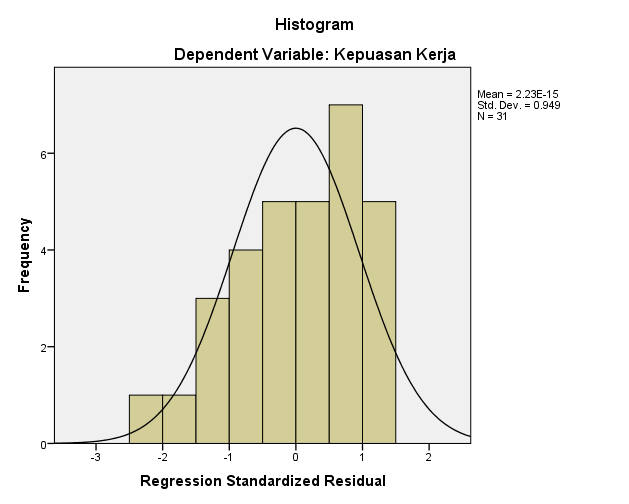
****

**Lampiran 7 Uji Asumsi Klasik**

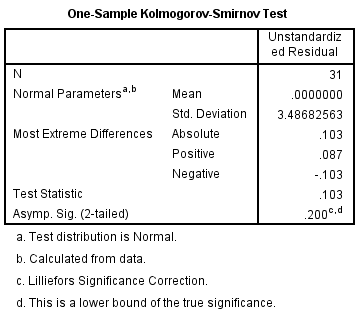
1. **Uji Normalitas**
2. Grafik Normal Plot



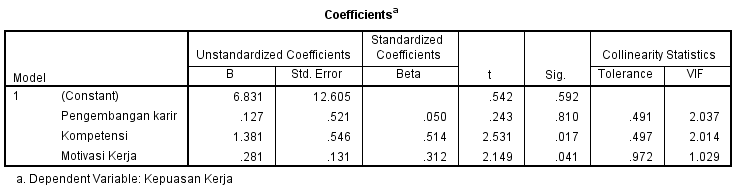
1. Histogram



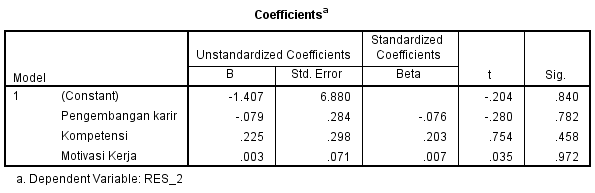
1. Uji Kolmogorov Smirnov



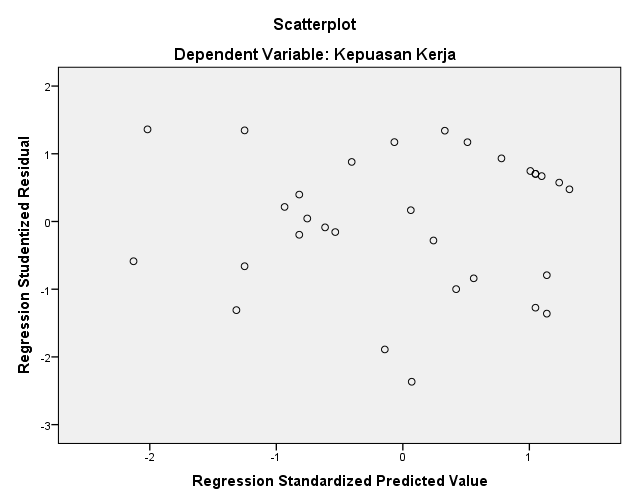
1. **Uji Multikolinieritas**

****

1. **Uji Heterokedastisitas**
2. Uji Glejser



1. Grafik Scartterplot



**Lampiran 8 Pengolahan Data Interval MSI**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** | **Y.14** | **TOTAL** |
| 3,531 | 2,642 | 2,364 | 2,310 | 2,688 | 3,579 | 3,395 | 3,676 | 3,300 | 2,364 | 3,579 | 1,000 | 3,864 | 3,437 | 41,729 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 3,579 | 3,395 | 3,676 | 3,300 | 3,864 | 3,579 | 2,614 | 3,864 | 3,437 | 47,849 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 3,579 | 3,395 | 3,676 | 3,300 | 3,864 | 3,579 | 2,614 | 3,864 | 3,437 | 47,849 |
| 2,106 | 2,642 | 2,364 | 2,310 | 1,000 | 3,579 | 2,042 | 3,676 | 3,300 | 2,364 | 3,579 | 1,000 | 2,444 | 3,437 | 35,842 |
| 2,106 | 2,642 | 2,364 | 2,310 | 1,000 | 3,579 | 2,042 | 3,676 | 3,300 | 2,364 | 3,579 | 1,000 | 2,444 | 3,437 | 35,842 |
| 2,106 | 2,642 | 2,364 | 2,310 | 1,000 | 3,579 | 2,042 | 3,676 | 3,300 | 2,364 | 3,579 | 1,000 | 2,444 | 3,437 | 35,842 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 3,579 | 3,395 | 3,676 | 3,300 | 3,864 | 3,579 | 2,614 | 3,864 | 3,437 | 47,849 |
| 2,106 | 2,642 | 2,364 | 2,310 | 1,000 | 3,579 | 2,042 | 3,676 | 3,300 | 2,364 | 3,579 | 1,000 | 2,444 | 3,437 | 35,842 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 3,579 | 3,395 | 3,676 | 3,300 | 3,864 | 3,579 | 2,614 | 3,864 | 3,437 | 47,849 |
| 3,531 | 2,642 | 2,364 | 2,310 | 2,688 | 3,579 | 3,395 | 3,676 | 3,300 | 2,364 | 3,579 | 1,000 | 2,444 | 3,437 | 40,308 |
| 3,531 | 1,000 | 3,864 | 3,817 | 2,688 | 2,158 | 3,395 | 2,257 | 1,000 | 3,864 | 2,158 | 2,614 | 3,864 | 1,995 | 38,205 |
| 3,531 | 1,000 | 3,864 | 3,817 | 2,688 | 2,158 | 3,395 | 2,257 | 1,000 | 3,864 | 2,158 | 2,614 | 3,864 | 1,995 | 38,205 |
| 3,531 | 1,000 | 3,864 | 3,817 | 2,688 | 2,158 | 3,395 | 2,257 | 1,000 | 3,864 | 2,158 | 2,614 | 3,864 | 1,995 | 38,205 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 3,579 | 3,395 | 3,676 | 3,300 | 3,864 | 3,579 | 2,614 | 3,864 | 3,437 | 47,849 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 3,579 | 3,395 | 3,676 | 3,300 | 3,864 | 3,579 | 2,614 | 3,864 | 3,437 | 47,849 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 3,579 | 3,395 | 3,676 | 3,300 | 3,864 | 3,579 | 2,614 | 3,864 | 3,437 | 47,849 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 1,000 | 3,395 | 1,000 | 3,300 | 3,864 | 1,000 | 2,614 | 3,864 | 1,000 | 37,580 |
| 2,106 | 1,000 | 2,364 | 3,817 | 2,688 | 2,158 | 2,042 | 2,257 | 1,940 | 2,364 | 2,158 | 1,000 | 2,444 | 1,995 | 30,333 |
| 2,106 | 1,000 | 2,364 | 2,310 | 1,000 | 2,158 | 2,042 | 2,257 | 1,940 | 2,364 | 2,158 | 1,000 | 2,444 | 1,995 | 27,139 |
| 3,531 | 1,000 | 3,864 | 3,817 | 2,688 | 2,158 | 3,395 | 2,257 | 1,940 | 3,864 | 2,158 | 2,614 | 3,864 | 3,437 | 40,587 |
| 2,106 | 1,000 | 2,364 | 2,310 | 1,000 | 2,158 | 2,042 | 2,257 | 1,940 | 2,364 | 2,158 | 1,000 | 2,444 | 3,437 | 28,580 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 3,579 | 3,395 | 2,257 | 3,300 | 3,864 | 3,579 | 2,614 | 1,000 | 1,995 | 42,124 |
| 2,106 | 1,000 | 2,364 | 2,310 | 1,000 | 2,158 | 2,042 | 2,257 | 1,940 | 2,364 | 2,158 | 1,000 | 2,444 | 1,995 | 27,139 |
| 3,531 | 1,000 | 3,864 | 3,817 | 2,688 | 2,158 | 1,000 | 2,257 | 1,940 | 3,864 | 2,158 | 2,614 | 3,864 | 3,437 | 38,191 |
| 1,000 | 1,000 | 3,864 | 3,817 | 2,688 | 2,158 | 1,000 | 2,257 | 1,940 | 3,864 | 2,158 | 2,614 | 3,864 | 3,437 | 35,661 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 3,579 | 3,395 | 3,676 | 3,300 | 3,864 | 3,579 | 2,614 | 3,864 | 3,437 | 47,849 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 3,579 | 3,395 | 3,676 | 3,300 | 3,864 | 3,579 | 2,614 | 3,864 | 3,437 | 47,849 |
| 1,000 | 2,642 | 1,000 | 1,000 | 1,000 | 3,579 | 1,000 | 3,676 | 3,300 | 1,000 | 3,579 | 1,000 | 1,572 | 3,437 | 28,784 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 1,000 | 3,395 | 3,676 | 3,300 | 3,864 | 1,000 | 2,614 | 3,864 | 1,000 | 40,256 |
| 3,531 | 2,642 | 3,864 | 3,817 | 2,688 | 3,579 | 3,395 | 1,000 | 3,300 | 3,864 | 3,579 | 2,614 | 3,864 | 3,437 | 45,173 |
| 2,106 | 2,642 | 2,364 | 2,310 | 2,688 | 3,579 | 2,042 | 2,257 | 3,300 | 2,364 | 3,579 | 1,000 | 2,444 | 3,437 | 36,110 |

1. **Kepuasan Kerja (Y)**
2. **Pengembangan Karir (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **TOTAL** |
| 2,873 | 2,960 | 2,642 | 2,873 | 2,193 | 2,719 | 16,259 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 1,000 | 2,873 | 3,722 | 2,719 | 16,147 |
| 2,873 | 2,960 | 1,000 | 2,873 | 2,193 | 2,719 | 14,617 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,193 | 1,000 | 7,193 |
| 1,000 | 1,000 | 2,642 | 1,000 | 3,722 | 1,000 | 10,364 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 2,642 | 2,873 | 2,193 | 2,719 | 16,259 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 1,000 | 2,873 | 2,193 | 2,719 | 14,617 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 1,000 | 16,070 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 1,000 | 2,873 | 3,722 | 2,719 | 16,147 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 1,000 | 2,873 | 3,722 | 1,000 | 14,428 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 2,642 | 2,873 | 2,193 | 1,000 | 14,540 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 1,000 | 2,873 | 3,722 | 2,719 | 16,147 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,193 | 1,000 | 7,193 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 1,000 | 2,960 | 1,000 | 1,000 | 1,000 | 1,000 | 7,960 |
| 2,873 | 2,960 | 2,642 | 2,873 | 3,722 | 2,719 | 17,789 |
| 2,873 | 2,960 | 1,000 | 2,873 | 3,722 | 2,719 | 16,147 |
| 2,873 | 2,960 | 2,642 | 2,873 | 2,193 | 2,719 | 16,259 |

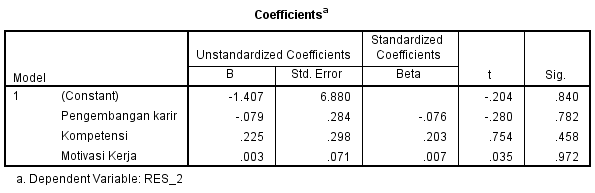
1. **Kompetensi (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **TOTAL** |
| 2,960 | 2,193 | 1,000 | 2,873 | 1,000 | 3,484 | 13,509 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 2,193 | 2,758 | 2,873 | 1,000 | 2,052 | 13,836 |
| 1,000 | 2,193 | 1,000 | 1,000 | 1,000 | 2,052 | 8,245 |
| 1,000 | 3,722 | 2,758 | 1,000 | 2,688 | 2,052 | 13,220 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 2,193 | 1,000 | 2,873 | 1,000 | 2,052 | 12,078 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 2,193 | 1,000 | 2,873 | 1,000 | 3,484 | 13,509 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 2,193 | 2,758 | 2,873 | 1,000 | 2,052 | 13,836 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 2,052 | 17,053 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 3,722 | 1,000 | 2,873 | 2,688 | 2,052 | 15,295 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 1,000 | 2,193 | 2,758 | 1,000 | 1,000 | 3,484 | 11,435 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 1,000 | 16,001 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 1,000 | 16,001 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 1,000 | 2,758 | 1,000 | 2,688 | 3,484 | 13,890 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 3,722 | 2,758 | 2,873 | 2,688 | 3,484 | 18,485 |
| 2,960 | 2,193 | 1,000 | 2,873 | 1,000 | 2,052 | 12,078 |

1. **Motivasi Kerja (X3)**

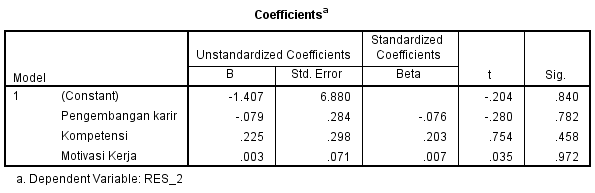
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** | **TOTAL** |
| 2,806 | 3,107 | 2,605 | 2,596 | 4,585 | 2,240 | 3,002 | 1,000 | 3,962 | 2,614 | 4,585 | 3,069 | 36,170 |
| 4,064 | 3,107 | 2,605 | 2,596 | 3,002 | 3,543 | 3,002 | 2,605 | 3,962 | 2,614 | 3,002 | 3,069 | 37,170 |
| 4,064 | 3,107 | 2,605 | 2,596 | 3,002 | 3,543 | 3,002 | 2,605 | 3,962 | 2,614 | 3,002 | 4,289 | 38,390 |
| 2,806 | 3,107 | 2,605 | 2,596 | 3,002 | 2,240 | 3,002 | 2,605 | 2,665 | 2,614 | 3,002 | 4,289 | 34,532 |
| 2,806 | 3,107 | 2,605 | 2,596 | 3,002 | 2,240 | 3,002 | 2,605 | 2,665 | 2,614 | 3,002 | 4,289 | 34,532 |
| 2,806 | 3,107 | 2,605 | 2,596 | 3,002 | 2,240 | 3,002 | 2,605 | 2,665 | 2,614 | 3,002 | 4,289 | 34,532 |
| 4,064 | 3,107 | 2,605 | 2,596 | 3,002 | 3,543 | 3,002 | 2,605 | 3,962 | 2,614 | 3,002 | 3,069 | 37,170 |
| 2,806 | 3,107 | 2,605 | 2,596 | 3,002 | 2,240 | 3,002 | 2,605 | 2,665 | 2,614 | 3,002 | 4,289 | 34,532 |
| 4,064 | 3,107 | 1,000 | 1,000 | 1,729 | 3,543 | 3,002 | 1,000 | 3,962 | 1,000 | 1,729 | 3,069 | 28,204 |
| 2,806 | 1,729 | 1,000 | 1,000 | 3,002 | 2,240 | 1,729 | 1,000 | 2,665 | 1,000 | 3,002 | 2,060 | 23,233 |
| 4,064 | 3,107 | 1,000 | 1,000 | 3,002 | 3,543 | 3,002 | 1,000 | 3,962 | 1,000 | 3,002 | 2,060 | 29,742 |
| 4,064 | 3,107 | 2,605 | 2,596 | 3,002 | 3,543 | 3,002 | 2,605 | 3,962 | 2,614 | 3,002 | 3,069 | 37,170 |
| 4,064 | 3,107 | 2,605 | 2,596 | 3,002 | 3,543 | 3,002 | 2,605 | 3,962 | 2,614 | 3,002 | 4,289 | 38,390 |
| 4,064 | 3,107 | 2,605 | 2,596 | 3,002 | 3,543 | 3,002 | 2,605 | 3,962 | 2,614 | 3,002 | 3,069 | 37,170 |
| 4,064 | 3,107 | 2,605 | 2,596 | 4,585 | 3,543 | 3,002 | 2,605 | 3,962 | 2,614 | 4,585 | 4,289 | 41,556 |
| 4,064 | 4,908 | 2,605 | 2,596 | 4,585 | 3,543 | 4,585 | 2,605 | 3,962 | 2,614 | 4,585 | 2,060 | 42,711 |
| 4,064 | 4,908 | 1,000 | 1,000 | 1,000 | 3,543 | 4,585 | 1,000 | 3,962 | 1,000 | 1,000 | 2,060 | 29,122 |
| 2,806 | 1,000 | 1,000 | 1,000 | 3,002 | 2,240 | 1,000 | 1,000 | 2,665 | 1,000 | 3,002 | 4,289 | 24,003 |
| 2,806 | 3,107 | 1,000 | 1,000 | 3,002 | 2,240 | 3,002 | 1,000 | 2,665 | 1,000 | 3,002 | 4,289 | 28,113 |
| 4,064 | 3,107 | 2,605 | 2,596 | 3,002 | 3,543 | 3,002 | 2,605 | 3,962 | 2,614 | 3,002 | 4,289 | 38,390 |
| 2,806 | 3,107 | 2,605 | 2,596 | 3,002 | 2,240 | 3,002 | 2,605 | 2,665 | 2,614 | 3,002 | 3,069 | 33,312 |
| 1,812 | 3,107 | 1,000 | 1,000 | 3,002 | 1,000 | 3,002 | 2,605 | 1,704 | 2,614 | 3,002 | 3,069 | 26,916 |
| 2,806 | 3,107 | 2,605 | 1,000 | 3,002 | 2,240 | 3,002 | 2,605 | 2,665 | 2,614 | 3,002 | 3,069 | 31,716 |
| 1,812 | 3,107 | 2,605 | 1,000 | 3,002 | 1,000 | 3,002 | 2,605 | 1,704 | 2,614 | 3,002 | 2,060 | 27,513 |
| 1,000 | 3,107 | 1,000 | 1,000 | 3,002 | 3,543 | 4,585 | 1,000 | 1,000 | 1,000 | 3,002 | 3,069 | 26,308 |
| 4,064 | 3,107 | 1,000 | 1,000 | 3,002 | 3,543 | 4,585 | 1,000 | 3,962 | 1,000 | 3,002 | 3,069 | 32,333 |
| 4,064 | 3,107 | 1,000 | 1,000 | 1,000 | 3,543 | 3,002 | 1,000 | 3,962 | 1,000 | 1,000 | 3,069 | 26,746 |
| 2,182 | 1,000 | 1,000 | 1,000 | 1,729 | 1,558 | 1,000 | 1,000 | 2,027 | 1,000 | 1,729 | 1,000 | 16,225 |
| 4,064 | 1,729 | 1,000 | 1,000 | 1,729 | 3,543 | 1,729 | 1,000 | 3,962 | 1,000 | 1,729 | 2,060 | 24,545 |
| 1,812 | 1,729 | 1,000 | 1,000 | 3,002 | 1,000 | 1,729 | 1,000 | 3,962 | 1,000 | 3,002 | 3,069 | 23,305 |
| 2,806 | 3,107 | 2,605 | 2,596 | 4,585 | 2,240 | 3,002 | 2,605 | 2,665 | 2,614 | 4,585 | 4,289 | 37,698 |

**Lampiran 9 Analisis Regresi Linier Berganda**

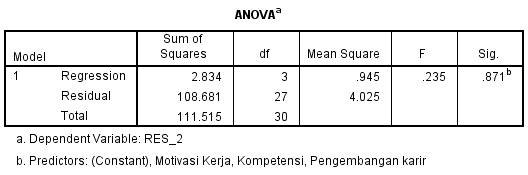


**Lampiran 10 Uji Hipotesis**

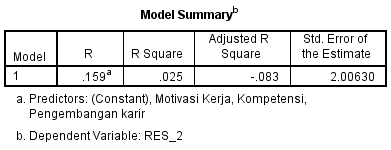
1. **Uji T (Uji Parsial)**



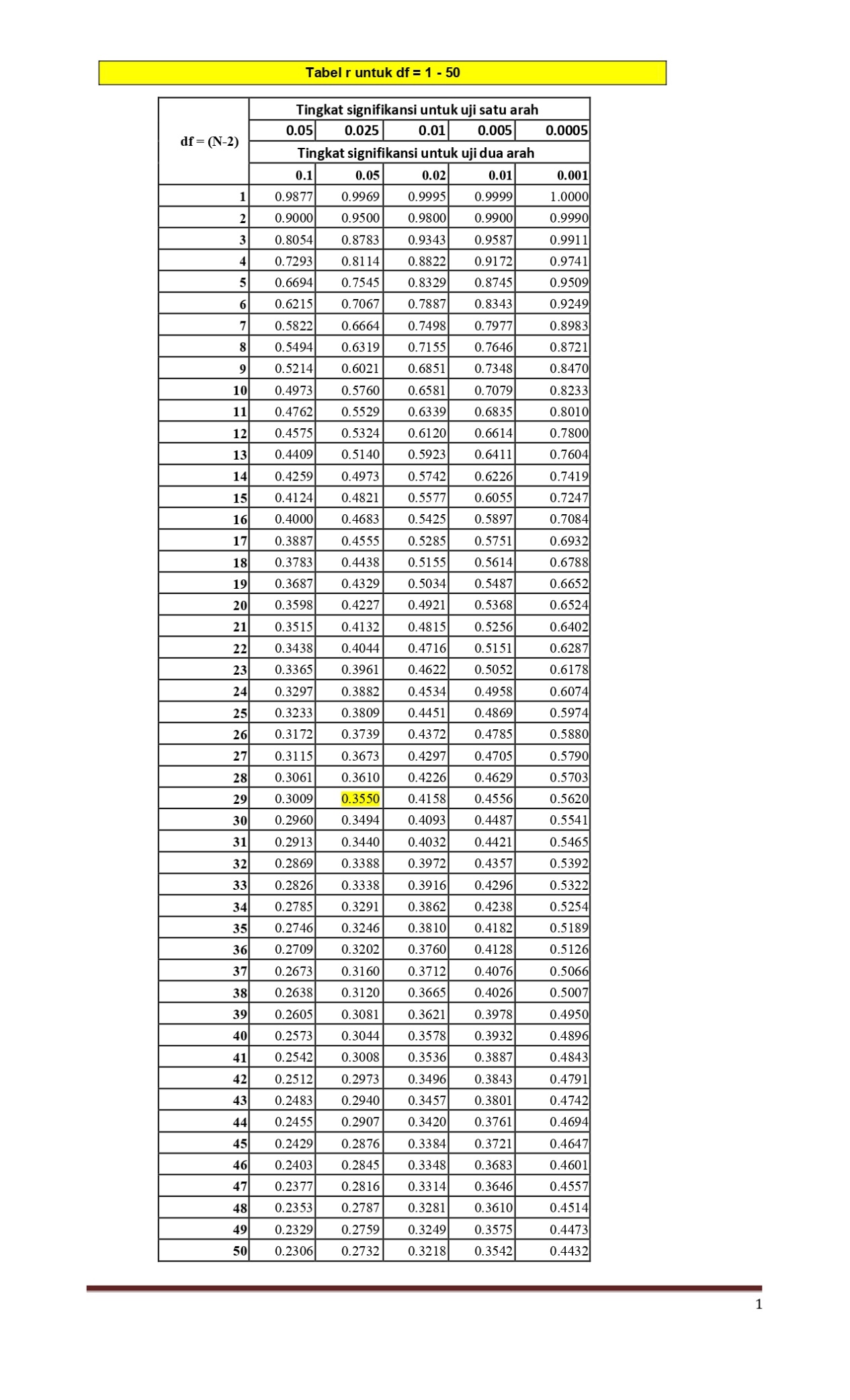
1. **Uji F (Uji Simultan)**



1. **Uji Koefisien Determinasi**



**Lampiran 11 Titik Persentase Distribusi r**



**Lampiran 12 Titik Persentase Distribusi t**

**(df = 1-40)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** |  | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
|  | 1 | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
|  | 2 | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
|  | 3 | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
|  | 4 | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
|  | 5 | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
|  | 6 | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
|  | 7 | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
|  | 8 | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
|  | 9 | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
|  | 10 | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
|  | 11 | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
|  | 12 | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
|  | 13 | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
|  | 14 | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
|  | 15 | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
|  | 16 | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
|  | 17 | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
|  | 18 | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
|  | 19 | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
|  | 20 | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
|  | 21 | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
|  | 22 | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
|  | 23 | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
|  | 24 | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
|  | 25 | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
|  | 26 | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
|  | 27 | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
|  | 28 | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
|  | 29 | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
|  | 30 | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
|  | 31 | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
|  | 32 | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
|  | **33** | 0.68200 | 1.30774 | 1.69236 | **2.03452** | 2.44479 | 2.73328 | 3.35634 |
|  | 34 | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
|  | 35 | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
|  | 36 | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
|  | 37 | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
|  | 38 | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
|  | 39 | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
|  | 40 | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

**Lampiran 13 Titik Persentase Distribusi F**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Titik Persentase Distribusi F untuk Probabilita = 0,05 | | | | | | | | | |
| **df untuk**  **penyebut**  **(N2)** | | **df untuk pembilang (N1)** | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** |
| 1 | | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 |
| 2 | | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 |
| 3 | | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 |
| 4 | | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 |
| 5 | | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 |
| 6 | | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 |
| 7 | | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 |
| 8 | | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 |
| 9 | | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 |
| 10 | | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 |
| 11 | | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 |
| 12 | | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 |
| 13 | | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 |
| 14 | | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 |
| 15 | | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 |
| 16 | | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 |
| 17 | | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 |
| 18 | | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 |
| 19 | | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 |
| 20 | | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 |
| 21 | | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 |
| 22 | | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 |
| 23 | | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 |
| 24 | | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 |
| 25 | | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 |
| 26 | | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 |
| 27 | | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 |
| 28 | | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 |
| 29 | | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 |
| 30 | | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 |
| 31 | | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 |
| 32 | | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 |
| 33 | | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 |
| 34 | | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 |
| 35 | | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 |
| 36 | | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 |
| 37 | | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 |